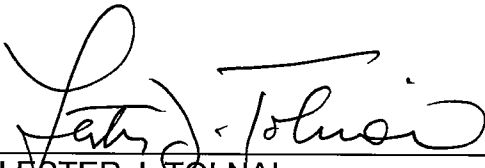


ANALYSIS

This ordinance amends Title 5 - Personnel and Title 6 - Salaries, of the
Los Angeles County Code by:

- Amending various sections extending provisions negotiated with Supervisory Beach Lifeguards to non-represented lifeguard classifications, and making other technical changes.

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By 
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LJT:mag

06/16/05(requested)
06/17/05(revised)

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel and Title 6 - Salaries, of the Los Angeles County Code, relating to Lifeguards.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.72.080 is hereby amended to read as follows:

5.72.080 Uniforms -- Lifeguards' swimming trunks.

A. Swimming trunks. Employees in beach and pool lifeguard classifications shall be entitled to have swimming trunks issued to them and maintained at no expense to the employees. Such swimming trunks shall be returned to the department which issued them when the employee is not assigned to lifeguard duties or at such times as may be required by the lifeguard's department head.

B. Department of parks and recreation. In addition to all other compensation provided for in this Code, any person employed in the position of Lake Aquatics Manager (Item No. 2959) shall be entitled to the following:

1. Effective March 1, 2005, a one-time only lump-sum payment of \$2,500.00;

2. \$1,000.00 payable between December 1, 2005, and December 15, 2005, provided such person was employed in said position on November 1, 2005;

3. \$1,000.00 payable between December 1, 2006, and December 15, 2006, provided such person was employed in said position on November 1, 2006;

4. \$1,000.00 payable between December 1, 2007, and December 15, 2007, provided such person was employed in said position on November 1, 2007;

5. The provisions of this Subsection B shall only apply if such person's performance is "Competent" or better.

SECTION 2. Section 6.12.050 is hereby amended to read as follows:

Paid leave for holidays.

...

I. Where specifically approved by the Board of Supervisors, full-time permanent, safety lifeguard employees employed in the Fire Department or in the department of parks and recreation shall be compensated for accumulated holiday time as follows:

1. A 40-hour permanent safety lifeguard employee who, as of December 31, 2005, has in excess of 264 hours of accumulated holiday leave shall not be paid for such time prior to termination from County service. Such accumulated holiday leave shall remain available for the employee's use subject to prior approval of

the employee's department head. Upon termination from County service, any such remaining time shall be paid off at the workday rate of pay in effect on the employee's final day of County service;

2. Commencing December 31, 2005, and continuing each December 31st thereafter, each 40-hour permanent safety lifeguard employee shall be compensated for accumulated holiday leave in excess of 176 hours. Such excess holiday leave shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year.

SECTION 3. Section 6.18.080 is hereby amended to read as follows:

6.18.080 Time for taking vacations.

A. Vacations shall be taken at the time authorized by an employee's department head.

B. Vacation earned in one pay period is available for use in the next pay period, except that vacation earned during the employee's first year of service is subject to the restriction in subsection C below.

C. Vacation hours earned by an Eligible Employee pursuant to this Chapter 6.18 may not be taken off or paid off at separation from service until the employee has completed one year of service, based on the employee's continuous service date, or, for an otherwise eligible employee without a continuous service date, the employee's latest hire date.

D. Until December 1, 1993, whenever the sum of an employee's Current and Deferred Vacation exceeds 40 days or 320 hours, that portion in excess of

40 days or 320 hours may be deferred for no more than one year. If at the end of that year, an employee still has Current and Deferred Vacation in excess of 40 days or 320 hours, the employee shall lose that portion in excess of 40 days or 320 hours and be compensated for it at his workday rate of pay in effect on the last day of such year of deferment.

E. Effective on December 31, 1993, and at the end of each calendar year thereafter, the sum of an employee's Current and Deferred Vacation may be deferred to the following calendar year. If that sum exceeds 320 hours, those hours in excess of 320 hours must be used by the end of the calendar year to which they were deferred. If, at the end of that year, an employee still has Current and Deferred Vacation in excess of 320 hours, the employee's balance of available vacation hours shall be reduced by the number of hours in excess of 320 hours that were deferred, and the employee shall be compensated for the reduction on an hour-for-hour basis at the employee's workday rate of pay in effect on the last day of the year of deferment.

F. Where specifically approved by the Board of Supervisors, safety fire fighting employees and full-time permanent, safety lifeguard employees employed in the Fire Department and full-time permanent, safety lifeguard employees employed in the department of parks and recreation shall be compensated for accumulated vacation time as follows:

1. A 56-hour safety fire fighting employee employed in the Fire Department who, as of December 31, 2005, has in excess of 720 hours of accumulated Current and Deferred Vacation time and a 40-hour safety fire fighting employee

employed in the Fire Department who, as of said date, has in excess of 480 hours of accumulated Current and Deferred Vacation time shall not be paid for such time prior to termination from County service. Such accumulated Current and Deferred Vacation time shall remain available for the employee's use subject to prior approval of the employee's department head. Upon termination from County service, any such remaining time shall be paid off at the workday rate of pay in effect on the employee's final day of County service;

2. Commencing December 31, 2005, and continuing on each December 31st thereafter, each safety fire fighting employee employed in the Fire Department shall be compensated for accumulated Current and Deferred Vacation time which, in the aggregate, is in excess of 480 hours in the case of 56-hour employees or 320 hours in the case of 40-hour employees. Such excess Current and Deferred Vacation time shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year;

3. A 40-hour permanent safety lifeguard employee employed in the Fire Department or in the department of parks and recreation who, as of December 31, 2005, has in excess of 480 hours of accumulated Current and Deferred Vacation time shall not be paid for such time prior to termination from County service. Such accumulated Current and Deferred Vacation time shall remain available for the employee's use subject to prior approval of the employee's department head. Upon termination from County service, any such remaining time shall be paid off at the workday rate of pay in effect on the employee's final day of County service;

4. Commencing December 31, 2005, and continuing each December 31st thereafter, each 40-hour permanent safety lifeguard employee employed in the Fire Department or in the department of parks and recreation shall be compensated for accumulated Current and Deferred Vacation time which, in the aggregate, is in excess of 320 hours. Such excess Current and Deferred Vacation time shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year.

SECTION 4. Section 6.94.020 is hereby amended to read as follows:

6.94.020 Additional information.

A. Persons employed in the department of parks and recreation who are assigned on a permanent basis to the Santa Catalina Island Open Space Easement to provide recreation, maintenance and security services and are required during such assignment to reside on Catalina Island shall be entitled to compensation at a rate four schedules higher than that established for their respective positions in Section 6.28.050 or Section 6.28.140 of this code during such assignment.

B. A maximum of 13 persons employed as Supervising Lake Lifeguard, Parks and Recreation (Item No. 2950) or Senior Lake Lifeguard, Parks and Recreation (Item No. 2949) who are regularly assigned on a permanent basis to an underwater recovery team and actively engaged in diving operations at Castaic Lake, Santa Fe Dam, or Bonelli Reservoir, which includes search and recovery, salvage, and

underwater maintenance, shall be entitled to compensation at a rate two schedules higher than that established for their position in Section 6.28.050 of this code.

C. Effective ~~January 1, 1998~~ May 1, 2005, any person employed as a Lake Aquatics Manager (Item No. 2959) who is certified as an Emergency Medical Technician I or Emergency Medical Technician-P shall be compensated at a rate 2430 standard salary levels higher than that established for said position in Section 6.28.050 of this code provided such person's performance is "Competent" or better. The rate or rates established by this provision shall constitute a base rate.

D. Notwithstanding any other provisions of this code, a person employed on an hourly recurrent basis as a Lake Lifeguard, Parks and Recreation (Item No. 2948H) or Senior Lake Lifeguard, Parks and Recreation (Item No. 2949H) who is reinstated pursuant to the Civil Service Rules following a release from hourly recurrent status shall be entitled to have restored any previously earned and unused full-pay sick leave; provided, however, that such leave shall otherwise be deemed available for use in accordance with those conditions and limitations that affect full-pay sick leave benefits earned and accrued by other eligible employees.

E. The person employed in the department of parks and recreation who is assigned to act as superintendent of the Hollywood Bowl shall, in lieu of the compensation set forth in Section 6.28.050 of this code for the position he holds, be compensated as set forth in the contract between the County and the Los Angeles Philharmonic Association whenever the contract contains provision for such compensation.

SECTION 5. Pursuant to Sections 251123(e) and 251123(f) of the Government Code, this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after March 1, 2005, it shall be construed and applies as if it were effective and operative on and after March 1, 2005.

[MOU641642GL-LTCC]